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**IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF UTAH, CENTRAL DIVISION**

BLAIR LAMPE, an individual,

Plaintiff,
v.

DELTA AIR LINES INC., a foreign
corporation,

Defendant.

**NOTICE OF FILING EXHIBIT IN
SUPPORT OF PLAINTIFF'S
MEMORANDUM IN OPPOSITION TO
DEFENDANT'S MOTION TO DISMISS**

No. 2:21-cv-00176-TS-CR

District Judge Ted Stewart
Magistrate Judge Cecilia M. Romero

Plaintiff Blair Lampe by and through undersigned counsel of record, gives notice of filing Exhibit 1, attached hereto, in support of Plaintiff's Memorandum in Opposition to Defendant's Motion to Dismiss.

Dated this 17th day of August 2021.

/s/ Michele Anderson-West
Michele Anderson-West
STAVROS LAW P.C.
Attorneys for Plaintiff

CERTIFICATE OF SERVICE


I hereby certify that on this 17th day of August 2021 I caused a true and correct copy of the foregoing to be filed with the Clerk of Court using the CM/ECF system which sent notification of such filing to the following:

Fredrick R. Thaler
David B. Dibble
Jascha K. Clark
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/s/ Michele Anderson-West

EXHIBIT 1

EOC Form 5 (11/09)

CHARGE OF DISCRIMINATION <small>This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.</small>		Charge Presented To: _____ Agency(ies) Charge No(s): _____ <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC	
_____ and EEOC State or local Agency, if any			
Name (indicate Mr., Ms., Mrs.) Blair N. Lampe		Home Phone (Incl. Area Code) 646.201.2088	Date of Birth 10/08/82
Street Address 2023 South 300 East		City, State and ZIP Code Salt Lake City, Utah 84115	
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name Delta Air Lines Inc.		No. Employees, Members 100+	Phone No. (Include Area Code) 801.744.4855
Street Address 3624 West 510 North		City, State and ZIP Code Salt Lake City, Utah 84116	
Name		No. Employees, Members	Phone No. (Include Area Code)
Street Address		City, State and ZIP Code	
DISCRIMINATION BASED ON (Check appropriate box(es).) <input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input checked="" type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> NATIONAL ORIGIN <input type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> GENETIC INFORMATION <input type="checkbox"/> OTHER (Specify) EQUAL PAY ACT		DATE(S) DISCRIMINATION TOOK PLACE Earliest Latest 08.15.20 08.11.21 <input checked="" type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)): <p>Between August 15, 2020 and August 11, 2021 I was denied the same opportunities to work with specialized equipment than my male counterparts. My employer counts hours worked on specialized equipment as an asset in considering employees, like myself for promotion. This practice has changed the privileges and conditions of my employment to be less favorable than my male counterparts.</p> <p>In October 2020, November 2020 and December 2020 I was denied security badges at outstations. These are necessary to gain experience with specialized equipment. My male counterparts were given security badges. I believe the reason I am not given the same conditions and privileges of employment as my male counterparts is because of my sex.</p> <p>In December 2020 I applied for a promotion to GSE Regional Contacts Manager. I exceeded the qualifications listed by my employer. My employer passed me over and gave the position to a less qualified male employee.</p>			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.		NOTARY – When necessary for State and Local Agency Requirements	
I declare under penalty of perjury that the above is true and correct.		I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT	
<div style="display: flex; justify-content: space-between; align-items: flex-end;"> <div style="text-align: center;"> 8/17/21 Date </div> <div style="text-align: center;">  Charging Party Signature </div> </div>		SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)	

EOC Form 5 (11/09)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

☐ FEPA
☒ EEOC

_____ and EEOC

_____ State or local Agency, if any

In October 2020 I applied for Department Manager GSE, a position for which I was fully qualified. I was not even considered. My employer chose a male employee with one year with the employer compared to my 11 years with the employer. I believe the reason I was passed over again is because of my sex.

Between November 2020 and March 2021 my employer never chose me to monitor de-icing operations. This opportunity to work on specialized equipment was always given to male employees instead of me.

In March 2021 I applied for a promotion as Lead GMT. I was required to take a "qualifying test" which is a test that I had taken in the past and passed it. The male applicants for the GMT position were not required to take a qualifying test. I believe I was made to take the test and others were not because of my sex. My employer passed me over again for the position for which I was qualified and instead, gave it to a less qualified male employee. This employee quit after working a few months as GMT telling us that he was not the right person for the job." My manager told me that I was "next in line" for the promotion. My employer did not offer me the position. I believe that HR did not offer me the position because of my sex. Instead of offering me the position for which I am well qualified, my employer did not fill the position and reopened it in July 2021. I applied again and was made to interview again. My employer offered the position to a less qualified male.

In June 2021 my male counterparts were able to work overtime and I was not offered overtime. I believe I was not offered overtime because of my sex.

I have routinely made less money per hour than my male counterparts. Between August 14, 2020 and August 10, 2021 my hourly wage was \$28.27 per hour. My male counterparts earned \$46.72 per hour. I believe the reason for the pay disparity is because of my sex.

I want to pursue claims against my employer under the Civil Rights Act of 1964, as amended and the Equal Pay Act of 1963, as amended.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

8/11/21

 Date

Chaitanya

 Charging Party Signature

NOTARY – When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
 SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
 (month, day, year)